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DIARY NOTES

DD/S

11 March 1971

The following items were discussed at the Deputies' Meeting on this date.

1. World War II Documentary Films - No one favored the proposed showing of these films and the consensus was generally negative. The decision was made not to go ahead.

Mr. Proctor questioned the validity of the noontime program per se and some others tended to agree. It was not possible in this discussion to identify the participants and the value to them of the films which are shown. Mr. Proctor suggested specifically that we not show films during duty hours but make them available after hours or on Saturday. The Executive Director asked that the DD/S review the film program and report back at a subsequent Deputies' Meeting. This review should include to the extent possible information on how many people attend, who they are, the value of the program, selection criteria, and mechanics of selection.

2. MAG Paper on the Agency's Image - The Executive Director advised that DDCI had liked the MAG paper. Mr. Helms had read the paper and the minutes of the 16 December Deputies' Meeting and came out at about the same place as the Deputies. He complimented MAG on the substance of the paper.

On Recommendation A Colonel White is looking for recommendations to possible authors. In this connection Mr. Proctor urged that the Agency coverage in the U. S. Government Organization Manual be rewritten since it is the standard and first reference consulted by any individual interested in CIA and what it does. Mr. Meyer emphasized that MAG had focused on a comparatively limited target. In Recommendation I Colonel White advised that he

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had invited the Executive Officers Group to come to the Agency. If the Group decides to do so he proposed to lay on a Brookings-type program. In Recommendation J a further State of the Agency session by the Director is planned but after his appearance before the newspaper editors.

3. Youth Forum - Colonel White reviewed the background of the Forum and the first Agency panel session. He confirmed that he had asked for reports from the DD/S and the IG and had also a number of other inputs. He expressed the opinion that contrary to some reporting he did not consider this panel to have been a disaster noting that he felt to some extent the panel had been - allowed itself - to be sandbagged. Nevertheless, Colonel White believes that there are symptoms and other evidences of problems and that Agency management cannot be smug. He noted various examples - inadequate or lack of contact between supervisors and their employees. He also indicated that the Director felt that we are not in communication with our youth to the extent that we ought to be and we should do something about it. Colonel White speculated as to whether it would be useful for each Directorate to have something like the MAG which he believes to be serving a useful function.

Mr. Duckett related a case history which he believes confirms that we need to examine at least some of our relationships with younger employees. The case history concerns the daughter of an Agency officer who came into the RID program after well deserved success in completing work for a college degree. She reported great disappointment in the manner in which the Agency related to new employees especially in the initial two weeks. For example, she and 19 other new employees who constituted this EOD group were told on Wednesday of their first week that they need not come to work on Thursday and Friday because there was nothing for them to do. Additionally, the talks which they received were overlapping and repetitive indicating marked lack of advance coordination among the speakers. The IG capped this description by stating that the Agency

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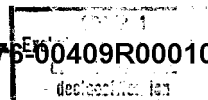
does well at hiring people but does not recruit many of them. Mr. Duckett additionally questioned whether our training program is targeted at the wrong group of Agency people, e. g. , people too far along in age and grade. I reacted to this point by noting the positive action underway in OTR to implement a three-stage professional training arrangement which would bring the Midcareer Course to people more junior than many of those presently eligible and which would introduce a new senior course which is now being developed. Colonel White wondered aloud where the OTR report on its curriculum review stands. Mr. Duckett finally mentioned that OSI has initiated the procedure for putting junior officers as members rather than observers of the Career Service Board.

Colonel White instructed the Deputies to submit to him within two weeks a memorandum which he in turn will pass to the Director stating what each Directorate is doing on the question of communicating with and listening to its personnel particularly its youth.

4. Management Advisory Group - Colonel White advised that the MAG has now decided that it wishes to announce its existence and had proposed distribution of an employee bulletin. Colonel White countered by agreeing to publication of a notice, the draft of which he read to the meeting, which will now be published without further coordination.

5. Retirement Program - Colonel White reviewed the history and policy on CIARDS domestic qualifying service including the session the Board had with the Director. He pointed out that the Director endorsed the Board's action and enjoined its members to keep a very stiff back since he did not wish domestic qualifying service to become a racket. Colonel White noted that a number of cases had been submitted subsequently which had not met basic criteria and the DCI policy. A-DD/P noted that CS would wish to discuss the subject with the Director after some additional research is accomplished. He pointed to the double squeeze of insisting that ceiling limitations be met while at the same time insisting on rather

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tough interpretation of domestic qualifying rules.

Colonel White also remarked that requests continue to come through for deferment of retirement because replacements do not exist. He stated this basis for such requests will not stand up since obviously in each case there is at least five years advance knowledge of mandatory retirement date.

Colonel White also enjoined against sending deferment requests through based on a need to write history (he also voted against rehiring annuitants to write history).

(Without being explicit as to its connection, Colonel White remarked that the Deputies should watch carefully correspondence which they sign.)

6. National Security Medal - Colonel White raised the question of the award of this medal particularly retroactively. Mr. Proctor proposed and others at the meeting agreed that a retroactive award should not be considered if a conscientious negative decision had been reached at the time the individual concerned left the Agency.

7. Ladies Dress - Mr. Duckett expressed the view that the permissive policy which had been adopted seemed to be interpreted as a license to wear anything, a situation which he viewed with dismay. After some discussion it was agreed that this subject could not be properly legislated by written rules and suggestion was made that instead it be again handled in staff meeting channels with emphasis on pride in appearance in an office environment.

JWC:llc